

University of Wisconsin-Milwaukee

Academic Staff Committee

Monday, April 15, 2024

9:00 am

Lubar N440 and Teams

MINUTES

Present: J. Herriges, K. Jahnke, K. Koch, P. Lucey, L. Meng, M. Murphy-Lee, S. Stalewski, J. Steinheiser, D. Van Kerkvoorde

Guests: Elise Bechly Schubert, Andrew Daire

I. *Call to Order.* Chair S. Stalewski called the meeting to order at 9:03 am.

II. *Automatic Consent.*

A. Agenda was approved as presented.

B. Minutes of April 1, 2024, meeting were approved as presented.

III. *Persons Wishing to be Heard.* None.

IV. *Chair's Report.*

S. Stalewski reported the ASC strategies were presented to the Senate on April 9th. No comments have been received to date. S. Stalewski received a final report and request for feedback for the Talent Management Risk Assessment. Universities of Wisconsin Administration (UWSA) is preparing a Summary Report to present to the Board of Regents at a meeting later this year. UWSA has asked institutions participating in the Pilot to suggest possible risk treatment ideas for each topic assessed that will be included in the Summary Report. Specifically, the request is for potential treatment ideas or options from the UWSA level to assist UWM with managing each risk assessed. S. Stalewski provided these responses based on the recent UWSA policy prioritization and previous feedback from UWM colleagues. Career progression plan for academic and university staff consistent across all institutions. Tuition reimbursement program funded by the Universities of Wisconsin and available to all. A telecommuting policy that would ensure employees in similar roles at different universities are allowed similar telecommuting opportunities. New software implementation for course evaluations should be straightforward. Policy about how the process is managed, and information used related to employee performance and quality improvement is more complex. S. Stalewski is participating on the implementation team for this purpose, especially since course evaluation feedback can have implications for IAS in all categories. Chancellor M. Mone reported UWM is in a better position based on the Deloitte reports. K. Koch noted this from the strategic plan: Under the People-focused Core Value. Mutual respect and trust: We support an environment of civility, trust, collegiality, open and honest communication, and mutual respect by building a sense of community and caring among faculty, staff, students, and community. Met with two IAS last week regarding contact and communication issues.

V. *Guests^a:*

A. E. Bechly Schubert provided an overview of the process for developing guidelines for pay progressions, roles and responsibilities, and guiding principles and objectives. K. Koch suggested when pay progression announced that the other mechanisms for pay increases available should be included in the communication to campus. Academic staff,

^aCommittee may go into closed session to discuss personnel matters per Wisc. Stats. 19.85(1)(c) or 19.85(1)(f)

university staff, and limited appointees with 50% appointments are eligible if deemed solid performers, worked more than two years in the position and not received salary adjustment within last two years (not including pay plan).

- B. Provost A. Daire discussed program review, budget model, and equity among academic staff. The ASC discussed being collaborative, collegial and supporting each other.

VI. *Unfinished Business.*

- A. Pay Progression within Range – See Item V.A. Motion to remove from unfinished business was seconded by J. Herriges.
- B. AS Statistics – K. Koch moved and J. Herriges seconded to remove from unfinished business. Motion passed unanimously.
- C. Workload Policies for AS – No update.
- D. AS Performance Evaluations (ASPPP Chapter 105) – Draft was shared with K. Hennemann on April 3rd.
- E. Elect ASC Rep on Universities of Wisconsin Shared Governance Council for 2024-25 – Deferred until future meeting.
- F. UWs Reps Policy Priorities – K. Koch shared the results of ASC’s ranking of the policies.

VII. *New Business.* None.

VIII. *Reports.*

- A. M. Murphy-Lee reported on three items from the recent Campus Space and Planning Committee three items Academic Resource Center has been given space in Mitchell Hall, Architecture space swap with general classroom space, and NWQ space is provided for the Bridge Program.

IX. *Closed session for Personnel Matters per Wis. Stats. 19.85 (1) (c) and/or (f).* None.

- X. *General Good and Welfare.* K. Koch raised a question about how employees know if instructional or non-instructional. ASC suggested that an alphabetical list of all titles be created to provide to employees before preference forms and elections. S. Stalewski talked about the newly re-established Orientation Committee. J. Herriges and K. Koch will lead a work group to kick-start the Orientation Committee.

XI. The meeting was adjourned at 11:35 am.